

TYPES AND FEATURES OF EXECUTIVE AND FELLOWSHIP PAY/PERSONNEL SYSTEMS 2003 (Atlanta Pay Scales)

	Title 38 Physician Special Pay	Title 42 Fellowships	Senior Biomedical Research Service (Title 42)	Title 42 Distinguished Consultant
Description	Must be in a position that provides services incident to clinical care	Rank-in-person/based on degree	Rank-in-person system Requires peer review and approval of scientific credentials	Rank-in-person/based on degree Requires peer review and approval of public health or scientific credentials
Eligibility	GS-602 M.D. GS-680 D.D.S.	Masters or Doctoral degree (FTE) Bachelors or higher (non-FTE)	Doctoral degree Outstanding scientist	Doctoral degree plus outstanding contributions to public health or science
Tenure	Career appointment	FTE- Excepted appointment Non-FTE=non-employee	Excepted appointment	Excepted appointment
Pay System	GS	AD	RS	AD
Number of Positions	Number not limited - there may be budgetary constraints	Number not limited - there may be budgetary constraints	500 throughout DHHS - allocation from DHHS is 73 for CDC/ATSDR; over 50% must be for recruitment	Number not limited - there may be budgetary constraints
Pay	Numerous pay factors based on credentials, years of service, specialty, etc.	GS pay scale used as model No time-in-grade or automatic wigi's	Between GS15 step 1 and EX-I, currently \$94,378 to \$171,900	Pay can exceed EX-I: currently \$171,900
Pay Cap	Total pay cannot exceed annual pay for President-\$400,000	Equivalent to GS-15 step 10	Pay cannot exceed EX-I: \$171,900	HHS concurrence may be necessary above ES-6: \$142,500
Recruitment/Retention Pay	Eligible for recruitment/retention pay if under pay cap	Eligible for recruitment bonus	Eligible for recruitment/retention pay if under pay cap	Eligible for recruitment bonus
Pay Increases	Eligible for bonuses in the Employee Performance Management System	Eligible for annual permanent pay increases on anniversary date if justified by supervisor	Unranked system - permanent pay adjustments may be made on case-by-case basis	Unranked system - permanent pay adjustments may be made on case-by-case basis
Special Features	Ineligible for overtime, comp time or premium pay Total amount of special pay counts toward retirement after 15 years of service with 8-year phase-in	Benefits same as other civil service employees Non-FTE Regular Fellows—no benefits	Benefits same as other civil service employees	Benefits same as other civil service employees
Range of Pay at CDC	Current Number - 51 Range - up to \$205,228	Current Number FTE's - 364 FTE=Equivalent to 9/1 through 15/1 Current Number non-FTE's - 95 Non-FTE equivalent to 5/1 to 9/10	Current Number - 62 Range - \$129,140 - 171,900	Current Number - 71 Range - up to \$200,000